(1948) Department.

SERIES

G.O. NO. 1901 Edn.

1901

Dated 2-8-1948.

[Despatch Abstract.]

Ele Edn - Mlk cl, Mangalore Adoption of Pat Scales appts to the F. E. Sch - Personal reference

B2/19451--47. Municipal Office, Mangalore,
dated the 5th December 1947.

From

Sri M. Narayana Shenoy, B.A.B.L.,
Commissioner, Mangalore Municipality, Mangalore.

To

The Secretary to the Government of Madras,
Local Administration Department, Madras,
The Inspector of Municipal Councils and Local Boards,
First Line Beach, Madras, I

Through

The Chairman, Municipal Council, Mangalore.

Sir,

Sub:- Establishment -- General Educational and Public Health - Grant of Government scales of pay and allowances - copy of Council's resolution -- Communicated.

I am to submit copy of council's resolution No.82(1) dated the 29th November 1947 in the matter of granting Government scales of pay and allowances to all the employees under this council including teachers and request that orders may kindly be passed at an early date.

Extract from the Proceedings of the Mangalore Municipal council dated the 29th November 1947.

Resolution No. 82
C1/18347-47. Letter dated the 16th Novr.47 from Sri B.S.Bhasker Rai, intending to move the following resolutions:-

(1) This council resolves to fix the scales of pay and allowanees of all employees of this council including teach at the same scales of pay and allowances as those prescribed by Government for their employees holding similar posts with effect from 1- 1- 47.

Accepting the amendment of Sri B. Damodar Baliga the resolution was moved as follows:

This council resolves to fix the scales of pay and allowances of all employees of this council including teachers at the same scales of pay and allowances with weightage as those prescribed by Government for their employees holding similar posts with effect from 1-1-47.

Passed unanimously

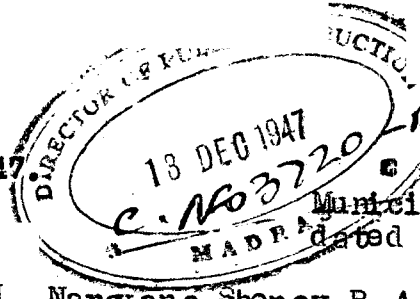
x

sd. L.C.Pais
Chairman, M.C.

/True extract/

Commissioner

6th Decr. 47.
compd.



B2/19451-47. Municipal Office, Mangalore, dated the 5th December 1947.

From

Sri M. Narayana Shenoy, B.A.B.L.,
Commissioner, Mangalore Municipality, Mangalore.

To

The Secretary to the Government of Madras,
Education Department, M a d r a s,

Through

The Director of Public Instruction, Madras,
&
The Chairman, Municipal Council. Mangalore.

Sir,

Sub:- Establishment -- General Educational and Public Health - Grant of Government scales of pay and allowances - copy of Council's resolution -- Communicated.

I am to submit copy of council's resolution No.82(1) dated the 29th November 1947 in the matter of granting Government scales of pay and allowances to all the employees under this council including teachers and request that orders may kindly be passed at an early date.

Commissioner 9/12/47

F o r w a r d e d

9.12.47

Chairman, M.C. in-charge.

H/8-12-47. Encl:One.

Extract from the Proceedings of the Mangalore Municipal council, dated the 29th November 1947

Resolution No. 82
C1/18347--47. Letter dated the 16th Novr.47 from Sri B.S.Bhasker Rai, intending to move the following resolutions:-

(1) This council resolves to fix the scales of pay and allowances of all employees of this council including teache at the same scales of pay and allowances as those prescribed by Government for their employees holding similar posts with effect from 1- 1- 47.

Accepting the amendment of Sri B. Damodar Bolige the resolution was moved as follows:

This council resolves to fix the scales of pay and allowances of all employees of this council including teachers at the same scales of pay and allowances with weightage as those prescribed by Government for their employees holding similar posts with effect from 1-1-47.

Passed unanimously

sd. L.C.Pais
Chairman, M.C.

/True extract/

Commissioner

6th Decr. 47.
compd.

Urgent.

Municipal Office, Mangalore,
dated the 8th March, 1948.

B2/19451/47

From

Sri M.Narayana Shenoy, B.A., B.L.,
Commissioner, Mangalore Municipality, Mangalore.

To

The Secretary to Government of Madras,
Local Administration Department, Fort St.George, Madras.

Thro' The Inspector of Municipal Councils and Local Boards,
Old High Court Buildings, First Line Beach, Madras.

& The Chairman, Municipal Council, Mangalore.

Sir,

Sub: Establishment - General, Education and Public Health Department - Grant of ~~general~~ Government scales of pay and allowances - This office letter B2/19451/47 dated 5-12-47.

I solicit kind attention to this office letter B2/19451/47 dated 5-12-47 and request that orders may kindly be passed at an early date. A copy of the said letter together with copy of the council's resolution No.82(1) dated 29-11-47 referred to therein are again submitted for perusal. Orders are received on weightage Question.

Commissioner. 8-3-48

Forwarded
M. Gangadhar Das
9.3.48

Chairman, M.C. Encl: Two.
V/8-3-48.

Copy of letter B2/19451/47 dated 5-12-47 from the Commissioner, Mangalore Municipality, Mangalore, to the Secretary to Government, Local Administration Department, Madras, through the Inspector of Municipal Councils and Local Boards, Madras and the Chairman, Municipal Council, Mangalore.

Establishment - General, educational and public Health - Grant of government scales of pay and allowances - Copy of council's resolution - communicated.

- - - - - - - - - - -

I am to submit copy of council's res.No.82(1) dated 29-11-47 in the matter of granting government scales of pay and allowances to all the employees under this council including teachers and request that orders may kindly be passed at an early date.

/True copy/

Commissioner, M.M. 8-3-48

V/8-3-48.

8/3

Extract from the Proceedings of the Mangalore Municipal Council, dated 29th November. 1947.

Resolution No.82(1).

C1/18347-47 - Read letter dated 16-11-47 from Sri B.S.Bhasker Rai intending to move the following resolution:-

This council resolves to fix the scales of pay and allowances of all employees of this council including teachers at the same scales of pay and allowances as those prescribed by Government for their employees holding similar posts with effect from 1-1-1947.

Accepting the amendment of Sri Damodhar Baliga the resolution was moved as follows:-

"This council resolves to fix the scales of pay and allowances of all employees of this council including teachers at the same scales of pay and allowances with weightage as those prescribed by Government for their employees holding similar posts with effect from 1-1-47."

PASSED UNANIMOUSLY.

(sd) L.C.Pais,
Chairman, M.C.

(True extract)

Edu. Edn. Mtl. bl. Mangalore – adoption of Govt. scales of pay to the E.E. Staff – proposal negatived.

From the Dawn, Mangalore Mtg. No. Bz-1945/47 & 5-12-47 and & 8-3-48.

Order No. 1901 Edn. & 8.8.48

The Govt. decline to approve the proposal of the Mtl. bl. Mangalore, to adopt Govt. scales of pay for the E.E. Staff employed in the classes under the Council Control.

Separate orders will issue

27.7.48 regarding the proposal of the Council to adopt the Govt. scales of pay for the Nurse, Staff of the Nav Ele. School Teachers

Mb 27/7/48 MM 27-7-48 MM 28/7

28/9 Est: Mlels- Manjalore – Adoption of Govt Sc
of pay with general establishment – Propos
not approved.

p/cf Read Letters from Dy Commr. Manjalore mlcty
f cf Nos B2/15457/47 dt 5-12-47 & 8-3-48.
p10 cf " from the I.L.B. dt 20-3-48
p11 cf Read G.O. No 1901 Edn dt 2.8.48.
Memo No. 37551-48-1G dt 27-9-48

The Govt decline to appro
the proposal of the Manjalore mlcl. to ad
the Govt scales of pay for its general fun
staff.

Up s/s
letter send
the to
the Govt

Sd/- 27.9.48

Sd/- 27.9.48

nor Manjalore mlcty
Recd
I.L.B

Lett - Mu Cls - Mangalore - grant of Govt scales of pay for employees under Mu Cl

The Commr. Mangalore mutty, B2/19451-47 dated

Endt of the Inspr of Mu Cls and Lt Bds, Nil/1-47 dated 16-1-48

y/ The Mu Cl, Mangalore has revised the scales of pay and allowances of the Council including teachers at the same scales of pay and allowances with weightage as those prescribed for Govt servants holding similar posts with effect from 1-1-1947.

3/ In Memo no 367/S/46-9-Spl dated 8-2-1947, the salaries of the employees of mul Cls and Dt Bds, other than educational staff were revised Orders were issued in Go no 773 LH dated 26-4-47 giving effect to the scales of pay

as revised in the memo referred to above with effect from 1-1-1947. Uniform scales of pay have been fixed for ~~all~~ the employees of all the Mdl and Dt Bds. ~~For the sake of uniformity,~~ It does not therefore ~~it does not~~ seem desirable to permit the above Mangalore Mdl Cl to adopt the scales of pay fixed for Govt servants.

With the above remarks ~~The~~ the File may be sent up to Dt for taking necessary action on the proposal of the Mangalore Mdl Cl to adopt Govt scales of pay for teachers under

8/12/48
3/12/48

Rgl
3/12/48

(Notes of A. from p. 1 ante may be perused) E RP.H(C1)

This Council is one of the few Mdl Cls which were permitted to grant Govt. scales of pay for the teachers in their employ. Vide- G.O.No. 1693 L&Rd 2.5.35. Their Council was ~~now~~ paying the Govt. scales of pay till the ~~Remission of contribution for teachers in elementary~~ schools under local bodies has been ordered. The recent remission has benefited teachers who have put in long service. Apparently for this reason the Council has proposed to allow Govt. scales of pay to its employees. The additional expenditure to be

5/12/48

LAuo 2119-1 S

5/12/48

G.O. 1154 Edn. 5-6-47

* (The statement at (T) may be seen)

page 3 c.f.

incurred a ~~account of this~~

Necessary provision was been made for the purpose both in the R.E. for 1947-48 and the B.E. for 1948-49 of the E.F. Fund of the Council. Further the Council has resolved to enhance the rate of education Tax now levied. by 1/2 p.a. with effect from 1-4-48. This will fetch an additional income of Rs. 22000 p.a. which is more ~~than adequate~~ than the amount required to meet the entire additional expenditure on the grant of revised Govt. scales of pay and advance increments to teachers. For orders whether the proposal of the Council to grant revised Govt. scales of pay to the teachers in its elementary schools under its control may be approved.

2. L.A. and Finance may see for remarks

E.Rp.H.No.No. 8967-IC1/16-3-48

15/3/48

16/3/48

LOCAL ... DEPT. 10897 SECTION

proposal of E & PH at A above may be agreed to. and the file passed on to Finance.

M.G. 16/3

18/3/48

17.3.

17/3/48

Lr.No.M 10877/48-1

ASST. SECRETARY TO GOVERNMENT 18261 E4 18 MAR 1948 FINANCE DEPARTMENT

Finance (Expr.A) Department.

Please see the notes from p.1 above. The proposal relates to the grant of revised scales of pay fixed for Govt. servants on 1-1-'47 to all employees under the Mangalore Municipality including teachers with effect from 1-1-'47. For the reasons stated in para 3 of their notes on pp.1-2 above L.A. do not consider it necessary to permit the Mangalore Municipal Council to adopt the Govt. scales of pay in respect of general establishment (other than teachers).

2. As regards the teachers under the Municipality, E.& P.I.. consider that the revised Govt. scales of pay may be granted to

the teachers in the Elementary schools under its control as proposed by the Municipality. The extra expenditure on this account is estimated at Rs. 3,000 p.a. recurring and it is stated that the Municipal Council will be able to meet this additional expenditure. L.A. have agreed with E.& P.H.

3. In a somewhat similar case, the Tanjore Dt. Board wanted to allow L.T. assistants under their employ in lee schools the scales of pay allowed for such Assistants in the Govt. service. The Madura Dt. also wanted to adopt Govt. rates of pay for its teachers in secondary schools. The main reasons urged by E.& P.H. in support of the proposals was that the additional expenditure could be met out of the funds of the Dt. Board. Finance noted therein that there was no justification to allow the proposal and strongly advised against the proposal for the following reasons:-

(i) The proposal involved the payment of teaching grant by the Govt. on the basis of the higher rate of pay proposed to be adopted by the Dt. Boards.

(ii) any distinction in the matter of scales of pay in certain well-to-do local bodies would lead to a clamour from local bodies whose finances were not satisfactory and that it would be difficult to resist the claims for higher scales even in the case of such local bodies who might advance the plea that they found it difficult to recruit teachers or to retain existing men on lower pay when some other Dt. Boards paid at the Govt. rate.

~~(iii) that the proposal would involve the payment of~~ ~~lower rates of pay~~ ~~increased teaching grant~~

(iii) It would be desirable to have uniformity in the scales of pay of teachers under the local bodies.

Finance also suggested that if the proposal were to be pursued, before proceeding further, an estimate of the extra cost involved on account of additional teaching grant might be obtained on the basis that all well-to-do local bodies would adopt Govt. scales of pay.

4. In view of the remarks in para 3 above, Finance may strongly advise against the adoption of the Govt. scale of pay by the Mangalore Municipal Council also. The decision in the cases of the Tanjore Dt. Board and Madura Dt. Board mentioned in para 3

ASST. SECRETARY TO GOVERNMENT 23524 30 MAR 1948 EDUCATION AND PUBLIC HEALTH DEPT.

Please see the remarks of L. A. and Finance on pages 3 - 4 ante. L. A. has agreed to this Deptt's proposal at 'A' on page 3 ante, but Fin has raised objections.

2. The Madura and the Tanjore Dt. Bd. cases referred to in para 3 of the Fin. Deptt's note at page 4 ante are linked below. The Madura case (L.F. IV) is lying over pending a decision in the Tanjore Dt. Bd. case (L.F. III). In the latter case, H.M. (Edn.) has ordered that if any local board comes forward with a proposal to pay its teachers at the scales of pay prescribed for the corresponding grades of teachers in Govt. service, the Govt. should not stand in the way of the local boards doing so. He has held the view that this would help the recruitment of enough and good hands for teachers in the service of the local boards. A similar decision has been arrived at in respect of Municipalities also. Vide, in this connection, the discussions in L.F. [illegible] below that resulted from the proposal of the Cannanore Mi-El. to pay its elementary school teachers the Govt. scales of pay.

3. In the circumstances stated above, Finance may be requested to agree to the principle of such of those Mlties. (& Dt. Bds.) as can afford and are willing to pay, adopting the Govt. scales of pay for the teachers in their elementary schools. The case of the Mangalore Mi-El. dealt with in this file will then be decided finally on the basis of the above principle.

4. The further remarks of L. A. are Finance may be invited upon before with respect to the note of the Finance Deptt on page

pages 3 ante
page 4 ante
L.F. III & L.F. IV
Vide below
Govt
Pp. 11 ante & L.F. III
Govt
Govt
Govt

page 5 ante it may be pointed out that outside Board Secy schools, the teaching or maintenance subsidy for elementary schools under local bodies is fixed and no addl. Govt is payable towards the grant enhanced scales of pay. The local bodies are expected to meet the cost of enhanced scales of pay from their funds or to take a loan from Govt., which is repayable with interest

pgnd
6/5/48

7.5.48

LA

L. A Dept.

E&H memo. 8967-E1

7.5.48

SECRETARY TO GOVERNMENT
18807
8 MAY 1948
LOCAL ADMINISTRATION DEPT.

(Previous notes of this Dept at pages 1-2 ante and 3)

This Dept may concur in the view expressed by E&H at pages 5-6 above. The Case may be passed on to Fin

M G
10/5

1.5.48

14/5/48

14.5.48

Secy

15.5.48

Fin.

DB
15/5/48

Fin (Exp. A)

LM memo
18807G/48-1
5-5-48

SECRETARY TO GOVERNMENT
37893
17 MAY 1948
19 E.A.
FINANCE DEPARTMENT

(Previous Fin. notes on pages 3-4 above)

The subsequent notes of E&H on pages 5-6 above may be perused.

The proposal in the present case relates to the adoption of the revised Govt. scales of pay by the Mangalore Mcd. in respect of the teaching staff in its elementary schools. E&H have pointed out that the case of elementary schools is different from that of secondary schools under local bodies in the matter of Govt. grant. In the case of ele. schools the Govt. subsidy is a fixed contribution

to enhanced contribution is payable on account of extra cost involved in the grant of [illegible] proposed the [illegible] pay given to teachers. In the circumstances, Govt. need not object to the proposal of E&H.H. to allow such of the local bodies as can bear the additional expenditure from their own funds to adopt the Govt. scales of pay for their elementary school teachers. E&H.H. may no doubt decide the case of the Mangalore M.C. dealt with in this file in accordance with the principle approved by Govt. (this decision will not affect the case of Tanjore, Madura Municipalities dealt with in the linked files III & IV below as they relate to the adoption of Govt. scales of pay in respect of teachers in secondary schools which receive payment of additional grant by the Govt. — E&H.H. have called for the extra cost involved before considering the case of secondary schools further.

25.5.48

E&H

E&H (Ed.)

J.A. and Finance (pages 6 ante) may be issued. Finance agree to the grant of revised pay scales of pay, to the E.F. staff in the Mangalore Municipality, provided the entire additional expenditure is met from the Council's own funds. As stated at page 3 ante, the Council can meet the additional expenditure (Rs. 3000) from its E.F. Fund. The proposal of the Council may be approved. A draft order is put up below for approval. Before issue of the draft, the file, as req'd by J in at 'P' above may be circulated to H.M. (J in) thro' H.M. (Edn.) for approval of the general principle referred to in para 3 of this dept's note at page 5 ante. (vide, in this connection 'M' on page 7 ante in E.F.I. 9 ante and 'N' on page 9 ante in E.F.I. below).

25.5.48

Financial position of Municipal Council stated on pages 2-3 above

24.5.48

(3) 4 cf. in E.F.I. III

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 26 MAY 1948

J.O. 37893 E.A-1
25.5.48
J above

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPT. 28 MAY 1948

28.5.48

18807

We are departing from the rule of uniformity. Some Councils have one scale and other Councils another scale.

Will Councils be allowed to reduce enhanced scales? Is the option only with regard to enhancement?

If a large number of richer Councils agree to enhance the case of poorer Councils becomes untenable.

Further, agreeing to such enhancement must be left with L.A. Dept, after reviewing the budgetary position and not with E & P.D.

NOTE: Has this option been allowed to Dist Boards?

Is the option to E.E only, or also for S.E?

B.Y.R
23.6

The original intention of Govt. was to have uniform scales of pay for teachers under all managements, Government, local bodies and private. Because of financial considerations, they decided to introduce different scales of pay for teachers under different managements. It may also be pointed out that when Govt. introduced revised scales of pay for teachers under local bodies in 1934, option was given to Municipal Councils to adopt Govt. scales of pay if their finances permitted.

para 2, G.O.N. 2054 (Y) 23-5-3

If the Councils want to again reduce the scales or pay they will have to obtain the sanction of Govt. and the Govt. will allow such reduction only if it is absolutely essential

please see the orders in circulation at

The Councils' proposal to adopt Govt. scales of pay for the E.E. staff. may be negatived.

A draft order is sub

2. W/R ref. to Z at p. 10. ante it is subd. that scales of pay for all employes under the service of Govt. and local bodies was ~~recently~~ recently revised. The orders of the Govt are that the extra cost involved in the payment of revised scales of pay to the staffs under the local bodies should be met by the local bodies themselves and that if any local body is not in a position to meet the extra cost, an advance from Govt. funds is given which should be repaid in annual instalments. If all local bodies are permitted to adopt Govt. scales of pay for the E.E. staff under their control, many may not be able to meet the extra cost involved from their own funds. The present Govt. finances neither seem to permit the grant of subsidy towards the deficits in the E.E. funds of the local bodies likely to be caused due to grant of Govt. scales of pay nor allow grant of advances equal to the amount of deficit in all cases. Even if advances are given some local bodies may find it difficult to repay them. In the circumstances it would seem that all local bodies cannot be permitted to adopt Govt. scales of pay to their staffs. presumably H.M's intention is that the proposals of the local bodies under reference to adopt Govt. scales of pay may be negatived.

3. The Treasury of Finance may be invited accordingly

Orders negativing the Councils' proposal to adopt Govt. scales of pay for the staff other than teachers have to issue in L.A. After issue

Extracts ~~under~~ given to B/section or taking action in respect of teachers in Secondary Schools

of the draft below, the file may be sent to Finance through L.A.

9.7.48

27/7/48

Fin (Exp A)

The file may be sent to L.A. who should see it first

6.8.48 L.A

6.8.48

6.8.48

Fin. O.O. 76/97 E.A-1

6.8.48

L A Dept.

The orders in ⊃n at pp 9-10 ante and the note of E+PH at pp 11-12 ante may be perused. The file may be passed on to Fin. (E+PH may be requested to send back the Case to this Dept. so that a Memo may be issued to the effect that ~~there will be~~ the Govt's ~~request in respect of the Increase of the Gnl. Establishment~~ ~~no further revision of the Scales of pay of the general establishment~~) will not be Complied with.

9.8.48

6.8.48

118

Fin.

Finance (Exp A)

(Previous Finance note on pp 6-7 above)

The orders in ⊃n pp 9-10 above and the note of E.P.H. and L.A. on pp 11-12 above may be perused

Fin. O.O. No. 3155 46-1

2.8.48

E.A

Fin. O.O. 76 59 E.A-1

No further action ~~on this memo~~ called for in this dept. The file may be perhaps circulated to H.Ms (Edn), (L.A.), & (Fin.) for perusal of the notes at p.p. 11-12 ante.

7.8.49

: I don't think this is practicable. In many local boards many of the high schools are working without teachers. The reason is many aided schools also have now offered Govt. scales of pay. Mr. C.D.S. Chetty who has been appointed as a member of the Committee to go into the matter of high schools in Andhra, met me yesterday and told me that many schools run by Dt. Boards, there are no teachers also. We may issue orders from here but that may not enable people to get teachers under those circumstances. And so, I think, we may leave it to Local Boards to such of those who can atleast be able to do so to give Govt. scales of pay. If we don't do it, the result will be we will continue to run schools by Dt. Boards in which there are no teachers to teach.

I speak from practical experience and knowledge and this position can be met only as I have suggested above.

H.M.(L.A.) and H.M.Fin.) may see again.

TSA

2-48

EDUCATION & R.D. DEPT.
7 SEP 1949
GOVERNMENT OF MADRAS

I am not convinced of the reasoning of Hon (Edn) I still stick up to my previous remarks

The file may be seen called H.Off.(Edn), with refce: to the minutes page 13 ante.

SECRETARIAT, EDN. AND P. H. DEPT. 17 SEP GOVERNMENT OF MADRAS

ISA 16.9.48

No further actn is called for in this deptt. The file may be sent to L.A. for necessary actn with ref to 'F' at p. 12 ante

Edn & PH Secy No. 8967/47-7 20-9-48

AK 21.9.48 21/9/48 17/9/48

L. A. Deptt.

L.A. Deptt. last saw the case at page 12 ante)

LOCAL ADMINISTRATION DEPT. 1948 37551 SECRETARIAT, MADRAS

A draft Memo w.r.t. 'F' in 12 ante is submitted below for approval ter issue the file may be returned to and P.H. Deptt.

Veery 9.5.48 23.9.48

ER&H (a.i.)

Issued a/c p.130

Ltr/Secy as Memom 37551-1/48 27-5-48

LA Memo No. 37551 G-48-2

ASST. SECRETARY TO GOVERNMENT EDUCATION AND PUBLIC HEALTH DEPTT. 4 OCT 1948